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ABSTRACT

In the summer of 2001, College of the Canyons (California) conducted of study of registered nursing (RN) and licensed vocational nursing (LVN) alumni, as well as their employers, to assess satisfaction with the preparation and training they received through the College's nursing programs. Out of the 89 invited nursing alumni, 33 surveys were completed and returned, resulting in a response rate of 42% for RNs and 33% for LVNs. Only 14 of 89 employer surveys (15%) were returned. Overall, RN and LVN alumni participants rated their levels of satisfaction with various aspects of the nursing program as "satisfied" or "very satisfied." Alumni respondents indicated that they were either "satisfied" or "very satisfied" with the following aspects of the nursing program: availability of courses, quality of instruction, support provided by nursing faculty, out-of-class availability of nursing faculty, support provided by college non-teaching staff, preparation received for the Board Exam, and overall preparation received. The majority of alumni indicated that they either obtained a job just prior to leaving the college or had obtained a job within 6 months of completing the nursing program. Nursing employers strongly agreed that alumni had sufficient knowledge for entry-level practice, were competent in basic care skills, and utilized critical thinking in making decisions about patient care within expectations. Appended are the survey instrument, response frequencies, and a summary of stated responses. (Author)

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COLLEGE OF THE CANYONS

Santa Clarita Community College District
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Institutional Development and Technology

Nursing Alumni Surveys Spring 2001

Report # 112

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August 2001

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NURSING ALUMNI SURVEYS
Spring 2001

Executive Summary

Institutional Development and Technology conducted surveys of

- December '99 RN Alumni
- May and December '00 RN Alumni
- May '00 LVN Alumni
- RN and LVN Alumni Employers

during the Summer 2001 to assess nursing alumni satisfaction with the preparation and training they received through the nursing programs offered at College of the Canyons. Surveys of both RN and LVN alumni requested information intended to assess current position in which the alumnus is employed, current salary, employment status (full or part-time), and future educational plans. The survey instrument for nursing alumni employers was intended to assess the competency of the nursing alumni in various areas within the nursing position they are employed.

Overall, RN and LVN alumni participants rated their level of satisfaction with various aspects of the nursing program as "satisfied" or "very satisfied. RN and LVN alumni respondents indicated that they were either **satisfied or very satisfied** with the following aspects of the nursing program:

- Availability of nursing courses at times they could take them **(86%-RN, 100%-LVN)**.
- Quality of instruction in the nursing program **(78-RN%, 100%-LVN)**.
- Support provided by nursing faculty to nursing position **(78%, 92%-LVN)**.
- Out of class availability of nursing faculty **(82%-RN, 73%-LVN)**.
- Support provided by College Non-teaching staff to nursing students **(78%-RN, 73%-LVN)**.
- Preparation received to the Board Exam **(54%-RN, 73%-LVN)**.
- Overall preparation received for nursing position **(82%-RN, 91%-LVN)**.

The majority of RN and LVN alumni indicated that they either obtained a job just prior to leaving COC or had obtained their job within six months of completing the COC nursing program. Results were as follows:

- Obtained a job just prior to leaving COC **(48%-RN, 20%-LVN)**
- Less than 1 month **(33%-RN, 30%-LVN)**
- 4-6 months **(19%-RN, 20%-LVN)**

One hundred percent of responding RN and LVN alumni indicated being ***"somewhat" or "well prepared"*** in the following nursing skill areas:

- Clinical
- Communication
- Nursing Diagnosis
- Nursing Process
- Nursing Theory
- Critical Thinking

Further results show that **100 percent** of LVN respondents also indicated being ***"somewhat" or "well prepared"*** in the following nursing skill areas:

- Leadership
- Collaboration w/ other health care workers
- Critical thinking
- Professional, legal & ethics topics

Nursing Employers

The following percentages of employers **agree or strongly agree** with statements regarding employee's competencies:

- **100 percent** -agreed or strongly agreed with the following statements:

  - Has sufficient knowledge for entry-level practice.
  - Is competent in the basic patient/client care skills.
  - Is accountable for his/her own actions.
  - Accepts responsibility for updating own knowledge and skills.
  - Collaborates with other professionals in planning and implementing patient/client care.
  - Is able to organize and implement patient/client care within agency expectations.
  - Communicates effectively with colleagues, patients/clients and other members of the team.

- **93 percent** agreed or strongly agreed with the following statements:

  - Reflects awareness of legal implications in practice.
  - Utilizes critical thinking in making decisions about patient/client care within agency expectations.

Recommendations

Upon review of the survey results the following recommendations should be taken into consideration for the nursing program at College of the Canyons:

- Incorporating more NCLEX questions and preparation into the RN program.
- Encouraging instructors to provide more support to students throughout the program
- Encourage and provide opportunity for instructors to update their knowledge and skills to reflect current trends and practices in the field of nursing.

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P. Scott Dixon, Daylene M. Meuschke, and Barry Gribbons

Introduction

Institutional Development and Technology conducted surveys of College of the Canyons' RN and LVN nursing alumni and their employers during the Summer 2001 to assess graduates' satisfaction with the preparation and training they received through the nursing programs at COC. Surveys of both RN and LVN alumni requested information intended to assess current position in which the alumni is employed, current salary, employment status (full or part-time), future educational plans. Surveys of both RN and LVN alumni consisted of the same items with the exceptions being omission of items on the LVN survey not pertaining to the LVN program. The following items were not included on the LVN survey:

- Did you participate in the College of the Canyons internship program?
- Please list any professional organizations you are a member of (such as ANA, CNA, NLN, ACRN).
- Please list types of scholarly activities you have been involved with (such as publications, media/and or technology productions and applications, grant writing, research, etc.).
- Please indicate the extent to which you use knowledge and skills from each of the following courses for your current position. Microbiology, Psychology (Intro. to Psych.), and Speech were not included in the selection.

The survey instrument for nursing alumni employers was intended to assess the competency of the nursing alumni in various areas within the nursing position they are employed. This report presents the findings according to the survey layout.

Methods

Institutional Development and Technology developed a questionnaire that contained closed-ended questions intended to assess nursing alumni satisfaction with the preparation and training they received through the nursing programs at College of the Canyons. Respondents were instructed to indicate their level of satisfaction with various aspects of the nursing program at College of the Canyons. Response alternatives were "Very Dissatisfied", "Dissatisfied", "Neutral", "Satisfied", "Very Satisfied", or "N/A". Items 1-7 were as follows:

1. Availability of nursing courses at times you could take them.
2. Quality of instruction in the nursing program.
3. Support provided by nursing faculty to nursing position.
4. Out of class availability of nursing faculty.
5. Support provided by College Non-teaching staff to nursing students.
6. Preparation you received to the Board Exam.
7. Overall preparation you received for your Nursing position.

Items for the RN and LVN surveys were included to obtain information on professionally oriented educational programs taken by alumni since graduation from COC. Respondents were instructed to indicate if they have taken any professionally oriented educational programs since graduating from the nursing program at COC. Response alternatives were "Yes" or "No". If respondents indicated, "Yes", they were asked to indicate which programs they have taken. Response alternatives were as follows:

- Continuing Education Units (CEU)
- In-Service programs at place of employment
- Workshops (other than at your place of employment)
- Classes leading towards an advanced nursing degree (BSN, MSN, Ph.D., other)
- Classes leading to an advanced degree outside the field of nursing (Bachelor's, Master's, Ph.D., other)

Items for the RN and LVN surveys included items intended to assess the continuing education plans of alumni. Respondents were asked to indicate if they plan to pursue a higher degree. Response alternatives were "Yes" or "No". If respondents indicated "No", they were asked to skip to the Employment History portion of the survey. Respondents indicating, "Yes" were asked the following questions. Respondents were asked to indicate when they plan to begin classes for the higher degree. Response alternatives were "Currently enrolled", "Next year", "Two to three years", or "More than three years". Respondents were then asked to indicate whether they plan to attend school full-time or part-time. Response alternatives were "Full-time" or "Part-time". Respondents were asked to indicate what degree they plan to pursue. Response alternatives were "AS/AA", "BS/BA", or "MS or higher". Finally, respondents were asked to indicate what type of program they plan to enroll in. Response alternatives were "External degree program" or "Traditional College or University".

Respondents were presented with several items intended to assess employment history. RN and LVN alumni were asked to indicate how soon they obtained their first job in nursing after completing the COC nursing program. Response alternatives were

- Obtained a job just prior to leaving COC
- Less than 1 month
- 4-6 months
- Still looking for a job in nursing*
- Not looking, continuing my education*

*Respondents indicating that they were either still looking for a job in nursing or not looking were instructed to skip to the end of the survey.

Respondents were asked to indicate if their employment status in their current position. Response alternatives were "Full-time" or "Part-time". Alumni were then asked to check which setting best describes the one in which they work. Respondents were provided a list of employment settings, which were, categorized under "Outside of an acute care facility", "Acute care multidisciplinary hospital", or "Acute specialty hospital". See Appendix A for a complete list of settings.

Other close-ended questions for employment history asked respondents to indicate their annual salary/income in their current position. Response alternatives were:

- Less than $20,000
- $20,000-24,999
- $25,000-29,999
- $30,000-34,999
- $35,000-39,999
- $40,000-49,999
- $50,000 or more*

*LVN survey did not include "$50,000 or more" as a response alternative.

Respondents were asked to indicate if their employer provided an orientation program in their employment. Response alternatives were "Yes" or "No". If respondents indicated "Yes", they were asked to indicate the length of the orientation program. Response alternatives were "1 week", "2 weeks", "3 weeks", "4 weeks", "5 weeks", or "Other".

Respondents were asked to indicate the extent to which they use each of the skills listed below in their current position. Response alternatives were "Poorly", "Somewhat", or "Well Prepared". In addition, respondents were asked to indicate how prepared they were in the areas listed below. Response alternatives were "Seldom", "Occasionally", or "Frequently". The areas included were:

- Clinical
- Communication
- Leadership
- Collaboration w/ physicians
- Collaboration w/ other health care workers
- Nursing Diagnosis
- Nursing Process
- Nursing Theory
- Case Manager
- Professional, legal & ethics topics
- Critical Thinking

In the RN alumni survey, other close-ended questions were included to assess the number of graduates who took part in College of the Canyons' internship program. In addition, RN respondents were asked to indicate the extent to which they use knowledge and/or skills from each of the courses listed in questions 27-31 for their current position. Response alternatives for the following items were "Seldom", "Occasionally", or "Frequently":

27. Anatomy and Physiology
28. Microbiology
29. Psychology (Intro. to Psych.)
30. English (writing skills or English composition and literature)
31. Speech

Questions 24 and 25 of the LVN survey asked respondents to indicate the extent to which they use knowledge and skill from the courses listed below. Response alternatives were "Seldom", "Occasionally", or "Frequently".

24. Anatomy and Physiology
25. English (writing skills or English composition and literature)

Open-ended questions for RN alumni were incorporated to specifically obtain information relating to professional organization memberships and types of scholarly and voluntary-based activities alumni have been involved with. Both RN and LVN respondents were invited to provide additional comments regarding the COC nursing program.

Alumni Employers

The survey instrument for alumni employers was intended to assess competencies in the items listed below for COC nursing alumni. Response alternatives were "Strongly Disagree", "Disagree", "Agree", "Strongly Agree", or "N/A". Questions 1-10 were:

1. Has sufficient knowledge for entry-level practice.
2. Is competent in the basic client care skills.
3. Is accountable for his/her own actions.
4. Reflects awareness of legal implications in practice.
5. Provides quality care.
6. Accepts responsibility for updating own knowledge and skills.
7. Collaborates with other professionals in planning and implementing patient/client care.
8. Is able to organize and implement patient/client care within agency expectations.
9. Communicates effectively with colleagues, patients/clients and other members of the team.
10. Utilizes critical thinking in making decisions about patient/client care within agency expectations.

Employers were asked to indicate if they have direct supervision of the graduate for whom they were filling out the survey. Response alternatives were "Yes" or "No". Employers were also

asked to indicate if the employee is an RN or LVN. Response alternatives were "RN" or "LVN". Finally, employers were provided an open-ended question, which invited comments or suggestions about College of the Canyons nursing programs or it's graduates.

As indicated by the number in parenthesis, the following surveys were sent to COC nursing graduates:

- December '99 RN alumni (19)
- December '00 RN alumni (22)
- May '00 RN alumni (22)
- May '00 LVN alumni (26)

All invited participants received an employer survey to give to their immediate supervisor. During the week of June 1, blank surveys were mailed to each identified survey participant with an explanatory letter detailing survey intent and instructions. Survey participants were instructed to return the completed surveys using the enclosed stamped envelope to the Office of Institutional Development & Technology (IDT) by July 31, 2001. A follow-up letter, including a blank copy of the survey mailed in the first mailing, was sent to all invited participants during the week of July 16, 2001.

Out of the eighty-nine invited nursing alumni, thirty-three (33) surveys (22-RN alumni and 11-LVN alumni) were completed and returned, resulting in a response rate of 42 and 33 percent, respectively. All 89 invited nursing alumni were provided with an employer survey to be given to their immediate supervisor. Out of the 89 employer surveys provided to invited nursing alumni participants, 14 were completed and returned.

Major Findings

Part A: Nursing Program Evaluation

Respondents were asked to indicate their level of satisfaction with various aspects of the nursing program at College of the Canyons. Response alternatives were "Very Dissatisfied", "Dissatisfied", "Neutral", "Satisfied", "Very Satisfied", or "N/A". Respondents were asked to rate the following aspects of the nursing program (Items 1-7 of both RN and LVN surveys):

1. Availability of nursing courses at times you could take them.
2. Quality of instruction in the nursing program.
3. Support provided by nursing faculty to nursing position.
4. Out of class availability of nursing faculty.
5. Support provided by College Non-teaching staff to nursing students.
6. Preparation you received to the Board Exam.
7. Overall preparation you received for your Nursing position.

Tables 1 and 2 illustrate the level of satisfaction indicated for each aspect listed in the tables by RN and LVN alumni, respectively.

Table 1: Level of Satisfaction with Various Aspects of the COC Nursing Program Indicated by RN Nursing Alumni

Item #	Very Dissatisfied %	Dissatisfied %	Neutral %	Satisfied %	Very Satisfied %	N/A %
1. Availability of nursing courses at times you could take them.	5	5	5	27	59	0
2. Quality of instruction in the nursing program.	5	0	14	55	23	5
3. Support provided by nursing faculty to nursing position.	0	14	5	46	32	5
4. Out of class availability of nursing faculty.	5	0	14	55	27	0
5. Support provided by College Non-teaching staff to nursing students.	0	0	23	46	32	0
6. Preparation you received to the Board Exam.	9	18	18	27	27	0
7. Overall preparation you received for your Nursing position.	0	9	9	41	41	0

As depicted in Table 1, the following percentage of RN alumni respondents indicated that they are either **satisfied or very satisfied** with the above listed aspects of the nursing program:

- Availability of nursing courses at times they could take them **(86%)**.
- Quality of instruction in the nursing program **(78%)**.
- Support provided by nursing faculty to nursing position **(78%)**.

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- Out of class availability of nursing faculty **(82%)**.
- Support provided by College Non-teaching staff to nursing students **(78%)**.
- Preparation received to the Board Exam **(54%)**.
- Overall preparation received for nursing position **(82%)**.

Table 2: Level of Satisfaction with COC Nursing Program Indicated by LVN Nursing Alumni

Item #	Very Dissatisfied %	Dissatisfied %	Neutral %	Satisfied %	Very Satisfied %	N/A %
1. Availability of nursing courses at times you could take them.	0	0	0	46	55	0
2. Quality of instruction in the nursing program.	0	0	0	18	82	0
3. Support provided by nursing faculty to nursing position.	0	0	9	46	46	0
4. Out of class availability of nursing faculty.	0	9	9	55	18	9
5. Support provided by College Non-teaching staff to nursing students.	0	18	9	46	27	0
6. Preparation you received to the Board Exam.	9	9	9	18	55	0
7. Overall preparation you received for your Nursing position.	0	0	9	64	27	0

As depicted in Table 2, the following percentage of LVN respondents indicated that they are either **satisfied or very satisfied** with the above listed aspects of the nursing program:

- Availability of nursing courses at times they could take them **(100%)**.
- Quality of instruction to the nursing program **(100%)**.
- Support provided by nursing faculty to nursing position **(92%)**.
- Out of class availability of nursing faculty **(73%)**.
- Support provided by College Non-teaching staff to nursing students **(73%)**.
- Preparation received to the Board Exam **(73%)**.
- Overall preparation received for nursing position **(91%)**.

For more detailed information see Appendix B.

RN Alumni

Respondents were asked to state if they participated in the internship program at College of the Canyons. Only **36 percent** of RN respondents indicated that they took part in the **internship program** offered at the College.

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Part B: Continuing Education (Other close-ended questions)

RN alumni

Respondents were asked to indicate if they have taken any professionally oriented educational programs. If respondents indicated "Yes", they were asked to indicate which programs they have taken. **Seventy-two percent** of respondents indicated that they have taken part in professionally oriented educational programs. Of those responding, RN alumni indicated taking part in the following professionally oriented educational programs:

- Continuing Education Units (CEU) **(56%)**
- In-Service programs at place of employment **(94%)**
- Workshops (other than at your place of employment) **(11%)**
- Classes leading towards an advanced nursing degree (BSN, MSN, Ph.D., other) **(22%)**
- Classes leading to an advanced degree outside the field of nursing (Bachelor's, Master's, Ph.D., other) **(0)**

Respondents were asked to indicate if they plan to pursue a higher degree. **Ninety percent** of those responding indicate that they plan to pursue a higher degree. Respondents indicating that that they plan to pursue a higher degree were asked to indicate how soon they plan to begin their classes. Results were as follows:

- Currently enrolled (29%)
- Next year (41%)
- Two to three years (29%)

Respondents indicating that they plan to pursue a higher degree were asked to indicate if they plan to enroll on a full-time or part-time basis. **Eighty-eight percent** of those responding indicated that they plan to enroll on a **part-time** basis, while **12 percent** indicated that they plan to enroll on a **full-time** basis. Respondents were asked what type of degree they are seeking. Response alternatives were "AS/AA", "BS/BA", or "MS or higher". Of those responding, **fifty-nine percent** indicate that they plan to pursue a **Master's of Science or higher degree**. On the other hand, **forty-one percent** indicate that they plan to pursue a **Bachelor's of Science or Bachelor's of Arts degree.** Finally, respondents were asked what type of program they plan to enroll in. Response alternatives were "External Degree Program" or "Traditional College or University". **Ninety-three percent** of those responding indicate that they plan to enroll in a **"Traditional College or University" program**, while the remaining **7 percent** indicate that they plan to enroll in an **"External Degree Program".**

Part C: Employment History

RN Alumni

Respondents were asked to indicate how soon they obtained their first nursing job upon completion of the COC nursing program. Response alternatives were "Obtained a job just prior to leaving COC", "Less than 1 month", "4-6 months", "Still looking for a job in nursing", or "Not looking, continuing my education". Results were as follows:

- Obtained a job just prior to leaving COC (48%)
- Less than 1 month (33%)
- 4-6 months (19%)

No respondents indicated that they were either still looking for a job in nursing or that they were not looking for a job. As can be seen the majority of respondents either obtained a job just prior to leaving COC or had obtained their job within one month of completing the COC nursing program.

Respondents were asked to indicate if their employment is full-time or part-time. **Eighty-six percent** of respondents indicated their employment to be full-time, while the remaining **14 percent** indicated being employed on a **part-time** basis.

Respondents were asked to indicate which of the listed settings best described the setting in which they work. Respondents were instructed to mark only one setting; however, many indicated more than one setting as is reflected in the percentages below. Response alternatives were grouped under the following categories:

- Outside of an acute care facility
- Acute care multidisciplinary hospital
- Acute specialty hospital

See Appendix B for a detailed listing of the response alternatives and results.

Of those responding, the following work settings were indicated:

Outside of an acute care facility

- Skilled nursing facility - 9%
- Transitional care unit - 5%
- Walk-in clinic - 5%
- Private nurse - 5%
- "Other" - 5%

Acute care multidisciplinary hospital

- Medical - 27%
- Surgical - 23%
- Obstetrics - 5%
- Pediatrics - 14%
- Emergency - 23%

Acute specialty hospital

- Children's - 5%
- "Other" - 5%

Respondents were asked to indicate their annual salary/income in their current job. Of those responding, the following salaries were indicated:

- $20,000 - 24,999 (5%)
- $25,000 - 29,999 (5%)
- $35,000 - 39,999 (32%)
- $40,000 - 49,999 (37%)
- $50,000 or more (21%)

Respondents were asked to indicate if their employer provided an orientation program in their employment. Response alternatives were "Yes" or "No". If respondents indicated "Yes", they were asked to indicate the length of the orientation program. Response alternatives were "1 week", "2 weeks", "3 weeks", "4 weeks", "5 weeks", or "Other". Results were as follows:

- 1 week (5%)
- 3 weeks (10%)
- 4 weeks (5%)
- "Other" (81%)

See Appendix C for a listing of the "other" stated orientation program lengths.

Respondents were asked to indicate the extent to which they use each of the following courses taken at College of the Canyons in their current position. In addition, respondents were asked to indicate how prepared they were in the areas listed in the table below. Table 3 illustrates the percentage of respondents indicating their level of preparedness in the areas listed below and the extent to which they use each identified skill in their current position.

Table 3: **Percentage of Respondents Indicating Level of Preparedness and Extent of Skill Use for Nursing Skill Areas Taught by COC Nursing Program (RN Alumni)**

Nursing Skills Areas						
Indicate your level of preparedness:				Extent to which you use each skill in your current position:		
Poorly	Somewhat	Well Prepared		Seldom	Occasionally	Frequently
0	33	67	Clinical	0	0	100
0	17	83	Communication	0	0	100
11	42	47	Leadership	5	20	75
26	53	21	Collaboration w/ physicians	0	16	84
5	42	53	Collaboration w/ other health care workers	0	10	90
0	32	68	Nursing Diagnosis	15	35	50
0	21	79	Nursing Process	20	15	65
0	33	67	Nursing Theory	11	26	63
21	68	11	Case Manager	60	30	10
6	39	56	Professional, legal& ethics topics	10	35	55
0	44	56	Critical Thinking	0	5	95

As depicted in the table above, the majority of respondents indicated their level of preparedness to be either "somewhat" or "well prepared" for the following nursing skill areas. **One hundred percent** of those responding indicated being somewhat to well prepared in the following nursing skill areas:

- Clinical
- Communication
- Nursing Diagnosis
- Nursing Process
- Nursing Theory
- Critical Thinking

The majority of respondents indicated their use of the following nursing skill areas to be either "occasionally" or "frequently". **One hundred percent** of those responding indicated using the following skills either "occasionally" or "frequently" in their current position:

- Clinical
- Communication
- Collaboration w/ other health care workers
- Critical Thinking
- Collaboration w/ physicians

Respondents were asked to indicate the extent to which they use knowledge and/or skills from the following courses, which were degree requirements for the COC nursing program. Response alternatives were "Seldom", "Occasionally", or "Frequently. Table 4 shows the percentage of respondents who indicated the extent to which they use knowledge or skill from each of the identified courses.

Table 4: **Percentage of Respondents Indicating Extent of Knowledge and/or Skill Use from Required Nursing Courses at COC (RN Alumni)**

Questions 27-31	Seldom	Occasionally	Frequently
27. Anatomy & Physiology	5	0	96
28. Microbiology	9	41	50
29. Psychology (Intro. to Psych)	0	41	59
30. English (writing skills or English composition and literature)	9	23	68
31. Speech	27	23	50

As depicted in Table 4, the majority of respondents indicated using knowledge and/or skills from the following courses in their current position either **"occasionally" or "frequently":**

- Anatomy & Physiology (96%)
- Microbiology (91%)
- Psychology (100%)
- English (writing skills or English composition and literature) (91%)
- Speech (73%)

Part B: Continuing Education (Other close-ended questions)

LVN alumni

Respondents were asked to indicate if they have taken any professionally oriented educational programs. If respondents indicated "Yes", they were asked to indicate which programs they have taken. **Seventy-three percent** of respondents indicated that they have taken part in professionally oriented educational programs. Of those responding, LVN alumni indicated taking part in the following professionally oriented educational programs:

- Continuing Education Units (CEU) **(25%)**
- In-Service programs at place of employment **(63%)**
- Workshops (other than at your place of employment) **(25%)**
- Classes leading towards an advanced nursing degree (BSN, MSN, Ph.D., other) **(50%)**
- Classes leading to an advanced degree outside the field of nursing (Bachelor's, Master's, Ph.D., other) **(13%)**

Respondents were asked to indicate if they plan to pursue a higher degree. **Ninety-one percent** of those responding indicate that they **plan to pursue a higher degree**. Respondents indicating that that they plan to pursue a higher degree were asked to indicate how soon they plan to begin their classes. Of those responding, results were as follows:

- Currently enrolled (33%)
- Next year (44%)
- Two to three years (22%)

Respondents indicating that they plan to pursue a higher degree were asked to indicate if they plan to enroll on a full-time or part-time basis. **Fifty percent** of those responding indicated that they plan to enroll on a **full-time basis** and **50 percent** indicated that they plan to enroll on a **part-time basis**. Respondents were asked what type of degree they are seeking. Response alternatives were "AS/AA", "BS/BA", or "MS or higher". Of those responding, **seventy-five percent** indicate that they plan to pursue a **Bachelor's of Science or Bachelor's of Arts degree** On the other hand,. **twenty-five percent** indicate that they plan to pursue a **Master's of Science or higher degree**. Finally, respondents were asked what type of program they plan to enroll in. Response alternatives were "External Degree Program" or "Traditional College or University". **Seventy-eight percent** of those responding indicate that they plan to enroll in a **"Traditional College or University" program**, while the remaining **22 percent** indicate that they plan to enroll in an **"External Degree Program".**

Part C: Employment History

LVN Alumni

Respondents were asked to indicate how soon they obtained their first nursing job upon completion of the COC nursing program. Response alternatives were "Obtained a job just prior to leaving COC", "Less than 1 month", "4-6 months", "Still looking for a job in nursing", or "Not looking, continuing my education". Of those responding, results were as follows:

- Obtained a job just prior to leaving COC (20%)
- Less than 1 month (30%)
- 4-6 months (20%)
- Not looking, continuing education (30%)

No respondents indicated that they were still looking for a job in nursing. As can be seen the majority of respondents either obtained a job just prior to leaving COC or had obtained their job within the first six months of completing the COC nursing program.

Respondents were asked to indicate if their employment is full-time or part-time. **Fifty-six percent** of respondents indicated their employment to be **part-time**, while the remaining **44 percent** indicated being employed on a **full-time** basis.

Respondents were asked to indicate which of the listed settings best described the setting in which they work. Respondents were instructed to mark one setting; however, many indicated more than one setting as is reflected in the percentages below. Response alternatives were grouped under the following categories:

- Outside of an acute care facility
- Acute care multidisciplinary hospital
- Acute specialty hospital

See Appendix B for a detailed listing of the response alternatives and results.

Of those responding, the following work settings were indicated:

Outside of an acute care facility

- Skilled nursing facility - 9%
- Transitional care unit - 9%
- Home health - 9%
- Physician's Office - 9%
- "Other" - 9%

Acute care multidisciplinary hospital

- Medical - 18%
- Rehabilitation - 18%
- ICU - 9%
- "Other" - 18%

Acute specialty hospital

- "Other" - 9%

Respondents were asked to indicate their annual salary/income in their current job. Of those responding, the following salaries were indicated:

- Less than $20,000 (43%)
- $20,000 - 24,999 (14%)
- $25,000 - 29,999 (14%)
- $35,000 - 39,999 (14%)
- $40,000 - 49,999 (14%)

Respondents were asked to indicate if their employer provided an orientation program in their employment. Response alternatives were "Yes" or "No". If respondents indicated "Yes", they were asked to indicate the length of the orientation program. Response alternatives were "1 week", "2 weeks", "3 weeks", "4 weeks", "5 weeks", or "Other". Of those responding, results were as follows:

- 1 week (17%)
- 2 weeks (17%)
- 3 weeks (17%)
- 4 weeks (33%)
- "Other" (17%)

See Appendix C for a listing of the "other" stated orientation program lengths.

Respondents were asked to indicate the extent to which they use each of the following courses taken at College of the Canyons in their current position. In addition, respondents were asked to indicate how prepared they were in the areas listed in the table below. Table 5 illustrates the percentage of respondents indicating their level of preparedness in the areas listed below and the extent to which they use each identified skill in their current position.

Table 5: **Percentage of Respondents Indicating Level of Preparedness and Extent of Skill Use for Nursing Skill Areas Taught by COC Nursing Program (LVN Alumni)**

Nursing Skills Areas						
Indicate your level of preparedness:				Extent to which you use each skill in your current position:		
Poorly	Somewhat	Well Prepared		Seldom	Occasionally	Frequently
0	22	78	Clinical	0	14	86
0	11	89	Communication	0	0	100
0	56	44	Leadership	50	0	50
38	38	25	Collaboration w/ physicians	14	14	71
0	44	56	Collaboration w/ other health care workers	0	0	100
0	38	63	Nursing Diagnosis	57	29	14
0	22	78	Nursing Process	17	33	50
0	38	63	Nursing Theory	43	43	14
38	50	13	Case Manager	43	43	14
0	50	50	Professional, legal& ethics topics	29	57	14
0	25	75	Critical Thinking	0	57	43

As depicted in the table above, the majority of percentages for the section "Indicate your level of preparedness" fall in the "somewhat" to "well prepared" range. **One hundred percent** of those responding indicated being **"somewhat" or "well prepared"** in the following nursing skill areas:

- Clinical
- Communication
- Leadership
- Collaboration w/ other health care workers
- Nursing Diagnosis
- Nursing Process
- Nursing Theory
- Professional, legal & ethics topics
- Critical Thinking

The percentage of respondents indicated their use of the following skills as "Seldom", "Occasionally", or "Frequently" in their current position:

- **Clinical:** Occasionally (14%) and Frequently (86%)
- **Communication:** Frequently (100%)
- **Leadership:** Seldom (50%) and Frequently (50%)
- **Collaboration w/ physicians:** Seldom (14%), Occasionally (14%) and Frequently (71%)
- **Collaboration w/ other health care workers:** Frequently (100%)
- **Nursing Diagnosis:** Seldom (57%), Occasionally (29%) and Frequently (14%)
- **Nursing Process:** Seldom (17%), Occasionally (33%) and Frequently (50%)
- **Nursing Theory:** Seldom (43%), Occasionally (43%) and Frequently (14%)
- **Case Manager:** Seldom (43%), Occasionally (43%) and Frequently (14%)
- **Professional, legal & ethics topics:** Seldom (29%), Occasionally (57%) and Frequently (14%)
- **Critical Thinking:** Occasionally (57%) and Frequently (43%)

Respondents were asked to indicate the extent to which they use knowledge and skills from the following courses, which were degree requirements. Response alternatives were "Seldom", "Occasionally", or "Frequently. Table 6 shows the percentage of respondents indicating the extent to which they use knowledge or skill from each of the identified courses.

Table 6: **Percentage of Respondents Indicating Extent of Knowledge and/or Skill Use from Required Nursing Courses at COC (LVN Alumni**

Questions 24 and 25	Seldom	Occasionally	Frequently
24. Anatomy & Physiology	11	22	67
25. English (writing skills or English composition and literature)	0	11	89

As depicted in Table 4, the majority of respondents indicated using knowledge and/or skills from the following courses in their current position either **"occasionally" or "frequently"**:

- Anatomy & Physiology (89%)
- English (writing skills or English composition and literature) (100%)

Open-ended Responses

RN alumni were asked several questions that allowed them to respond in a manner less structured than the close-ended questions. Their responses lent support to the previous questions, as well as added perspective to alumni involvement with current activities and associations.

As indicated by the number in parenthesis, the following list of items was noted by respondents.

Question 8: Please provide any additional comments regarding the COC nursing program.

(See Appendix C for detailed responses).

Question 10: Please list any credentials you have obtained since graduating from COC (such as ACLS, Phlebotomy).

- ACLS (10)
- Basic Dysrhythmia (1)
- BCLS (3)
- Conscious sedation certification (1)
- EDAP (1)
- EKG (1)
- NALS (1)
- IV Certification (1)
- PALS (1)
- Phlebotomy license (1)
- TNCC (1)
- 12 leads (1)
- None (1)

Question 11: Please list any professional organizations you are a member of (such as ANA, CNA, NLN, ACRN).

- ACRN (2)
- CCRN (1)
- CNA (1)
- NLN (1)
- NSNA (2)
- None (4)

Question 12: Please list types of public or community service you are involved with (such as American Cancer Assoc., church activities, school services).

- Alzheimer's Assoc. and American Red Cross (1)
- Church-secretarial (1)
- Church mission trips (1)
- RN PCU/ICU (1)
- Special Olympics (1)
- N/A (1)

Question 13: Please list types of scholarly activities you have been involved with (such as publications, media and/or technology productions and applications, grant writing, research, etc.).

- Establishing NSNA chapter at COC (2)
- None (3)

Question 22: Which of the following best describes the setting in which you work? "Other" stated responses

- Cosmetic Surgery-job #2 (1)
- CTICU (1)
- MOU (Monitored Floor Medical Observation Unit) (1)
- Pediatrics-UCLA (1)
- RN (1)
- Step down to ICU (1)
- Telemetry (1)
- Telemetry DOU (2)
- Telemetry/Med/Surgery (1)

Question 23: What is the title of your position in the above facility?

- Clinical Nurse I (1)
- Clinical Nurse I-Medical ICU RN (1)
- Clinical Nurse II (1)
- Relief nurse (1)
- Relief nurse in ER (1)
- RN (7)
- RNA-CNI (1)
- RN assistant back office supervisor (1)
- RN, Critical Care Services (1)
- RNI/RN Coordinator (1)
- RN, surgery (1)
- RN Telemetry (1)
- Staff nurse (1)

Question 25b: How long was the orientation program? "Other" stated responses.

- 2 week class/4 months on job training (1)
- 6 weeks (2)
- 6 weeks and classes (1)
- 10 weeks (1)
- 12 weeks (2)
- 3 months (3)
- 16 weeks (1)
- 3 months of class, part-time floor and 6 weeks floor (1)
- 4 months (2)
- 5 months (1)
- 6 months (1)

LVN: Open-ended Responses

LVN alumni were asked several questions that allowed them to respond in a manner less structured than the close-ended questions. Their responses lent support to the previous questions, as well as added perspective to alumni involvement with current activities and associations.

Question 8: Please provide any additional comments regarding the COC nursing program.

(See Appendix C for detailed responses).

Question 9: Please list any credentials you have obtained since graduating from COC (such as ACLS, Phlebotomy).

- Cardiac arrhythmias course (1)
- EKG and monitor reading (1)
- IV Certified (4)
- Ladder to RN-Excelsior College (1)
- Phlebotomy (1)
- RN, ACLS (1)

Question 10: Please list types of public or community service you are involved with (such as American Cancer Assoc., church activities, school services).

- American Cancer Society (1)
- American Diabetes Association (1)
- American Red Cross (1)
- Church Activities (1)
- Church service-United Methodist Church (1)
- Tattoo removal program at Holy Cross Medical Hospital (2)

Question 22: Which of the following best describes the setting in which you work?

"Other" stated responses.

- Alzheimer's residence (1)
- DOU Telemetry (1)
- HEM/ONC (1)
- Telemetry and Cardiac (1)

Question 20: What is the title of your position in the above facility?

- CNA (1)
- LVN (4)
- LVN-meds (1)
- Monitor technician/unit clerk (1)
- Nurse/Office Manager (1)

Other comments written on survey:

The following comments were written on the survey next to questions, which did not offer an "other" category.

- Question 11: Since graduating from the nursing program at COC, have you taken any professionally oriented educational programs? Written response: **"Spanish for medical professionals."**
- Question 17: How soon after completing the COC nursing program did you obtain your first job in nursing? Written response: "Not looking, continuing my present job."

Nursing Employer Survey

Respondents were asked to answer questions regarding the employee's competencies in the areas identified below by stating the degree to which they agree or disagree with the statements below. Response alternatives were "Strongly Disagree", "Disagree", "Agree", "Strongly Agree", or "N/A". Table 7 illustrates the extent to which employers agree or disagree with the statements regarding the employee's competencies.

Table 7: **Extent to Which Employers Agree or Disagree with Statements Regarding Employee's Competencies**

Item #	Strongly Disagree %	Disagree %	Agree %	Strongly Agree %	N/A %
1. Has sufficient knowledge for entry-level practice.	0	0	50	50	0
2. Is competent in the basic patient/client care skills.	0	0	50	50	0
3. Is accountable for his/her own actions.	0	0	14	86	0
4. Reflects awareness of legal implications in practice.	0	7	43	50	0
5. Provides quality care.	0	0	50	50	0
6. Accepts responsibility for updating own knowledge and skills.	0	0	29	71	0
7. Collaborates with other professionals in planning and implementing patient/client care.	0	0	29	71	0
8. Is able to organize and implement patient/client care within agency expectations.	0	0	50	50	0
9. Communicates effectively with colleagues, patients/clients and other members of the team.	0	0	36	64	0
10. Utilizes critical thinking in making decisions about patient/client care within agency expectations.	0	7	50	43	0

As depicted in the table above, the majority of employers agree or strongly agree with the above statements regarding nursing alumni competencies. The following percentage of employers **agree or strongly agree** with the following statements as presented in Table 7:

- **100 percent** -agreed or strongly agreed with the following statements:
  - Has sufficient knowledge for entry-level practice.
  - Is competent in the basic patient/client care skills.
  - Is accountable for his/her own actions.

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- Accepts responsibility for updating own knowledge and skills.
- Collaborates with other professionals in planning and implementing patient/client care.
- Is able to organize and implement patient/client care within agency expectations.
- Communicates effectively with colleagues, patients/clients and other members of the team.

- **93 percent** agreed or strongly agreed with the following statements:
  - Reflects awareness of legal implications in practice.
  - Utilizes critical thinking in making decisions about patient/client care within agency expectations.

Respondents were asked to indicate if they have direct supervision of the graduate for whom they are filling out the survey. **Eighty-six percent** indicate that they have **direct supervision** of the graduate. In addition, employers were asked to indicate if the employee is an RN or LVN. **Seventy-one percent** of the graduates were identified as **RNs** and **29 percent** were identified as **LVNs.**

Employer Survey: Open-ended Responses

Respondents were invited to share comments or suggestions about COC's nursing program or it's graduates Their responses lent support to the previous questions, as well as added perspective to alumni involvement with current activities and associations.

The following statements were provided by employers:

- I realize that most new grads should feel some lack of confidence, but I feel that this nurse has a lot of difficulty that relates directly to her lack of confidence. This seems to be changing with much encouragement and she is becoming a delightful, competent nurse. So, I might suggest encouraging your students as they succeed.
- [Nurse alumni's name] is an excellent nurse and is a pleasure to work with.

Conclusions

Overall, RN and LVN alumni participants rated their level of satisfaction with various aspects of the nursing program as "satisfied" or "very satisfied. RN and LVN alumni respondents indicated that they were either **satisfied or very satisfied** with the following aspects of the nursing program:

- Availability of nursing courses at times they could take them **(86%-RN, 100%-LVN)**.
- Quality of instruction in the nursing program **(78-RN%, 100%-LVN)**.
- Support provided by nursing faculty to nursing position **(78%, 92%-LVN**.
- Out of class availability of nursing faculty **(82%-RN, 73%-LVN)**.
- Support provided by College Non-teaching staff to nursing students **(78%-RN, 73%-LVN)**.
- Preparation received to the Board Exam **(54%-RN, 73%-LVN)**.
- Overall preparation received for nursing position **(82%-RN, 91%-LVN)**.

Seventy-two and seventy-three percent of RN and LVN alumni, respectively, indicated that they have taken part in professionally oriented educational programs since completion of COC's nursing program. Of those responding, RN and LVN alumni indicated taking part in the following professionally oriented educational programs:

- Continuing Education Units (CEU) **(56%-RN, 25%-LVN)**
- In-Service programs at place of employment **(94%-RN, 63%-LVN)**
- Workshops (other than at your place of employment) **(11%-RN, 25%-LVN)**
- Classes leading towards an advanced nursing degree (BSN, MSN, Ph.D., other) **(22%-RN, 50%-LVN)**
- Classes leading to an advanced degree outside the field of nursing (Bachelor's, Master's, Ph.D., other) **(0-RN, 13%-LVN)**

Ninety and ninety-one percent of RN and LVN alumni, respectively, indicated that they plan to pursue a higher degree. Of those responding, enrollment plans indicated were:

- Currently enrolled **(29%-RN, 33%-LVN)**
- Next year **(41%-RN, 44%-LVN)**
- Two to three years **(29%-RN, 22%-LVN)**

Of those responding, **forty-one and seventy-five percent** of RN and LVN alumni, respectively, indicate that they plan to pursue a ***Bachelor's of Science or Bachelor of Art's degree***. **Fifty-nine and twenty-five percent** of RN and LVN alumni, respectively, indicate that they plan to pursue a ***Master's of Science or higher degree***

The majority of RN and LVN alumni (**93% and 78%,** respectively) indicate that they plan to enroll in a ***traditional college or university program***, while the remaining **7 and 22 percent** of RN and LVN alumni, respectively, indicate that they plan to enroll in an ***external degree program***. Of those responding, **88 and 50 percent** of RN and LVN alumni, respectively, indicate that they plan to enroll on a ***part-time basis***.

The majority of RN and LVN alumni indicated that they either obtained a job just prior to leaving COC or had obtained their job within six months of completing the COC nursing program. Results were as follows:

- Obtained a job just prior to leaving COC **(48%-RN, 20%-LVN)**
- Less than 1 month **(33%-RN, 30%-LVN)**
- 4-6 months **(19%-RN, 20%-LVN)**

Eighty-six and fifty-six percent of RN and LVN alumni, respectively, indicate their employment to be ***full-time***, while the remaining ***14 and 44 percent*** of RN and LVN alumni, respectively, indicate their employment to be ***part-time***.

RN and LVN indicated their annual salaries to be:

- Less than $20,000 **(43%-LVN)**
- $20,000 - 24,999 **(5%-RN, 14%-LVN)**
- $25,000 - 29,999 **(5%-RN, 14%-LVN)**
- $35,000 - 39,999 **(32%-RN, 14%-LVN)**
- $40,000 - 49,999 **(37%-RN, 14%-LVN)**
- $50,000 or more **(21%-RN)**

RN and LVN alumni indicated the following work settings, which best describe their current position in nursing:

Outside of an acute care facility

- Skilled nursing facility - 9% (RN and LVN)
- Transitional care unit - 5%-RN, 9%-LVN
- Walk-in clinic - 5%-RN
- Private nurse - 5%-RN
- "Other" - 5%-RN, 9%-LVN

Acute care multidisciplinary hospital

- Medical - 27%-RN, 18%-LVN
- Surgical - 23%-RN
- Obstetrics - 5%-RN
- Pediatrics - 14%-RN
- Emergency - 23%-RN
- Rehabilitation – 18%-LVN
- ICU – 9%-LVN
- "Other" – 18%-LVN

Acute specialty hospital

- Children's - 5%-RN
- "Other" - 5%-RN, 9%-LVN

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One hundred percent of responding RN and LVN alumni indicated being ***"somewhat" or "well prepared"*** in the following nursing skill areas:

- Clinical
- Communication
- Nursing Diagnosis
- Nursing Process
- Nursing Theory
- Critical Thinking

Further results show that **100 percent** of LVN respondents also indicated being ***"somewhat" or "well prepared"*** in the following nursing skill areas:

- Leadership
- Collaboration w/ other health care workers
- Professional, legal & ethics topics
- Critical thinking

One hundred percent of RN respondents indicated using the following skills either "occasionally" or "frequently in their current position:

- Clinical
- Communication
- Collaboration w/ other health care workers
- Critical thinking
- Collaboration w/ physicians

LVN respondents indicated their use of the following skills as "Seldom", "Occasionally", or "Frequently":

- **Clinical:** Occasionally (14%) and Frequently (86%)
- **Communication:** Frequently (100%)
- **Leadership:** Seldom (50%) and Frequently (50%)
- **Collaboration w/ physicians:** Seldom (14%), Occasionally (14%) and Frequently (71%)
- **Collaboration w/ other health care workers:** Frequently (100%)
- **Nursing Diagnosis:** Seldom (57%), Occasionally (29%) and Frequently (14%)
- **Nursing Process:** Seldom (17%), Occasionally (33%) and Frequently (50%)
- **Nursing Theory:** Seldom (43%), Occasionally (43%) and Frequently (14%)
- **Case Manager:** Seldom (43%), Occasionally (43%) and Frequently (14%)
- **Professional, legal & ethics topics:** Seldom (29%), Occasionally (57%) and Frequently (14%)
- **Critical Thinking:** Occasionally (57%) and Frequently (43%)

The majority of RN and LVN respondents indicated using knowledge and/ or skills from the following courses in their current position either "occasionally" or "frequently":

- Anatomy & Physiology **(96%-RN, 89%-LVN)**
- Microbiology **(91%-RN)***
- Psychology **(100%-RN)***
- English (writing skills or English composition and literature) **(91%-RN, 100%-LVN)**
- Speech **(73%-RN)***

*Note: LVN survey did not include Microbiology, Psychology or Speech as response alternatives.

Open-ended comments

Overall, comments by RN alumni were positive regarding the quality of the program, but suggestions for improvement included:

- Adding more NCLEX questions and preparation into the program
- Instructors providing more support to students throughout the program
- Updating knowledge and skill of instructors to reflect current trends and practices in the field of nursing.

Overall, comments by LVN were also positive regarding the quality of the nursing program, but offered the following suggestions:

- Providing an easier LVN-RN program for full-time working students.
- Providing LVN students with more part time LVN-RN career ladder options & offer bridge course more frequently than once a year.
- Provide LVN's a wider variety of experience such as in critical care areas (ICU and DOU).
- Implement new guidelines in the clinical arena for exposing LVN to more procedures and less bookwork.

Nursing Employers

The following percentages of employers **agree or strongly agree** with statements regarding employee's competencies:

- **100 percent** -agreed or strongly agreed with the following statements:
  - Has sufficient knowledge for entry-level practice.
  - Is competent in the basic patient/client care skills.
  - Is accountable for his/her own actions.
  - Accepts responsibility for updating own knowledge and skills.
  - Collaborates with other professionals in planning and implementing patient/client care.
  - Is able to organize and implement patient/client care within agency expectations.
  - Communicates effectively with colleagues, patients/clients and other members of the team.
- **93 percent** agreed or strongly agreed with the following statements:
  - Reflects awareness of legal implications in practice.
  - Utilizes critical thinking in making decisions about patient/client care within agency expectations.

Eighty-six percent of employers indicate that they have **direct supervision** of the graduate. In addition, **71 percent** of the employers indicate that the employee is an **RN** and **29 percent** were identified as **LVNs.**

Open-ended comments

One employer indicated that his/her graduate seemed to lack confidence, which was reflected in her difficulties performing her job. However, after much encouragement, the graduate is becoming "…a delightful, competent nurse." The employer suggested that nursing students be given encouragement as they succeed in the course, thus building confidence in their skills and abilities.

Recommendations

Upon review of the survey results the following recommendations should be taken into consideration for the nursing program at College of the Canyons:

- Incorporating more NCLEX questions and preparation into the RN program.
- Encouraging instructors to provide more support to students throughout the program
- Encourage and provide opportunity for instructors to update their knowledge and skills to reflect current trends and practices in the field of nursing.

Appendix A: Survey Instrument - RN Alumni

College of the Canyons Registered Nursing Alumni Survey

Dear Nursing Alumni:

The attached survey is being sent to alumni who graduated from College of the Canyons Nursing Program six months ago. The purpose of the survey is to obtain information on how we can improve the program. To accomplish this, we need you to complete this survey and return it in the enclosed envelope to the Office of Institutional Development and Technology. Your participation is voluntary and every effort will be made to keep your responses confidential. We greatly appreciate your assistance!

A. NURSING PROGRAM EVALUATION

Please indicate your level of satisfaction with the following aspects of the Nursing Program at College of the Canyons.

	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	N/A
1. Availability of nursing courses at times you could take them.	O	O	O	O	O	O
2. Quality of instruction in the nursing program	O	O	O	O	O	O
3. Support provided by nursing faculty to nursing position.	O	O	O	O	O	O
4. Out of class availability of nursing faculty.	O	O	O	O	O	O
5. Support provided by College Non-teaching staff to nursing students.	O	O	O	O	O	O
6. Preparation you received to the Board Exam.	O	O	O	O	O	O
7. Overall preparation you received for your Nursing position.	O	O	O	O	O	O

8. Please provide any additional comments regarding the COC nursing program:

_____

_____

_____

9. Did you participate in the College of the Canyons Internship Program: O Yes O No

10. Please list any credentials you have obtained since graduating from COC (such as ACLS, Phlebotomy).

_____

11. Please list any professional organizations you are a member of (such as ANA, CNA, NLN, ACRN).

_____

12. Please list types of public or community service you are involved with (such as American Cancer Assoc., church activities, school services).

_____

13. Please list types of scholarly activities you have been involved with (such as publications, media and/or technology productions and applications, grant writing, research, etc.).

_____

B. CONTINUING EDUCATION

14. Since graduating from the nursing program at COC, have you taken any professionally oriented educational programs?

O Yes. If yes, please indicate which programs you have taken: O No

- O Continuing Education Units (CEU's)
- O In-Service programs at place of employment
- O Workshops (other than at your place of employment)
- O Classes leading towards an advanced nursing degree (BSN, MSN, Ph.D., other)
- O Classes leading to an advanced degree outside the field of nursing (Bachelor's, Masters, Ph.D., other)

15. Do you plan to pursue a higher degree?

- O Yes
- O No **(Please skip to question 20)**

16. When do you plan to begin classes for the higher degree?

- O Currently enrolled
- O Next year
- O Two to three years
- O More than three years

17. Do you plan to attend full-time or part-time?

- O Full-time
- O Part-time

18. What degree do you eventually plan to pursue?

- O AS/AA
- O BS/BA
- O MS or higher

19. What type of program? O External degree program O Traditional College or University

C. EMPLOYMENT HISTORY

20. How soon after completing the COC nursing program did you obtain your first job in nursing?

- O Obtained a job just prior to leaving COC
- O Less than 1 month
- O 4-6 months
- O Still looking for a job in Nursing **(Please skip to the end of the survey).**
- O Not looking, continuing my education **(Please skip to the end of the survey).**

21. Are you currently employed full-time or part-time?

O Full-time O Part-time

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22. Which of the following best describes the setting in which you work? (Check one)

Outside of an acute care facility
Specify area:

- O Skilled nursing facility
- O Transitional Care Unit
- O Home Health
- O Walk-in clinic
- O Private Nurse
- O Military Facility
- O Physician Office
- O Other. Please specify: _____

Acute care multidisciplinary hospital
Specify area:

- O Medical
- O Surgical
- O Obstetrics
- O Pediatrics
- O Psychiatric
- O Emergency Dept.
- O GI Lab
- O Cardiac Cath.
- O Rehabilitation
- O ICU
- O Periop.
- O Other. Please specify: _____

Acute specialty hospital:
Specify area:

- O Children's
- O Women's
- O Rehabilitation
- O Surgery
- O Psychiatric
- O Other. Please specify: _____

23. What is the title of your position in the above facility? (Please fill in) _____

24. What is your annual salary/income in your current job?

- O Less than $20,00
- O $20,000 to $24,999
- O $25,000 to $29,999
- O $30,000 to $34,999
- O $35,000 to $39,999
- O $40,000 to $49,999
- O $50,000 or more

25a. Did your employer provide an orientation program in this employment?

- O Yes. If yes, continue to question 25b.
- O No. If no, continue to question 26.

25b. How long was the orientation program?

- O 1 week
- O 2 weeks
- O 5 weeks
- O 3 weeks
- O 4 weeks
- O Other: _____

26. In thinking about the nursing courses you took at College of the Canyons, please indicate the extent to which you use each of the following in your current position. In addition, please indicate how prepared you were in the following areas.

Extent to which you use each skill in your current position:						
Poorly	**Somewhat**	**Well Prepared**		**Seldom**	**Occasionally**	**Frequently**
O	O	O	**Clinical**	O	O	O
O	O	O	**Communication**	O	O	O
O	O	O	**Leadership**	O	O	O
O	O	O	**Collaboration w/ physicians**	O	O	O
O	O	O	**Collaboration w/ other health care workers**	O	O	O
O	O	O	**Nursing Diagnosis**	O	O	O
O	O	O	**Nursing Process**	O	O	O
O	O	O	**Nursing Theory**	O	O	O
O	O	O	**Case Manager**	O	O	O
O	O	O	**Professional, legal& ethics topics**	O	O	O
O	O	O	**Critical Thinking**	O	O	O

In thinking about the other courses you took to complete your degree requirements, please indicate the extent to which you use knowledge and skills from each of the following courses for your current position.

	Seldom	**Occasionally**	**Frequently**
27. Anatomy & Physiology	O	O	O
28. Microbiology	O	O	O
29. Psychology (Intro. to Psych.)	O	O	O
30. English (writing skills or English composition and literature)	O	O	O
31. Speech	O	O	O

Thank you in advance for your time and attention to this important survey.
If you have any questions regarding the questions and/ or content of this survey, please contact Dr. Barry Gribbons, Executive Dean of Institutional Development & Technology at (661) 362-3328.

Appendix A: Survey Instrument - LVN Alumni

College of the Canyons LVN Alumni Survey

Dear Nursing Alumni:

The attached survey is being sent to alumni who graduated from College of the Canyons Nursing Program six months ago. The purpose of the survey is to obtain information on how we can improve the program. To accomplish this, we need you to complete this survey and return it in the enclosed envelope to the Office of Institutional Development and Technology. Your participation is voluntary and every effort will be made to keep your responses confidential. We greatly appreciate your assistance!

A. NURSING PROGRAM EVALUATION

Please indicate your level of satisfaction with the following aspects of the Nursing Program at College of the Canyons.

	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	N/A
1. Availability of nursing courses at times you could take them.	O	O	O	O	O	O
2. Quality of instruction in the nursing program	O	O	O	O	O	O
3. Support provided by nursing faculty to nursing position.	O	O	O	O	O	O
4. Out of class availability of nursing faculty.	O	O	O	O	O	O
5. Support provided by College Non-teaching staff to nursing students.	O	O	O	O	O	O
6. Preparation you received to the Board Exam	O	O	O	O	O	O
7. Overall preparation you received for your Nursing position.	O	O	O	O	O	O

8. Please provide any additional comments regarding the COC nursing program:

_____

_____

_____

9. Please list any credentials you have obtained since graduating from COC (such as ACLS, Phlebotomy).

_____

10. Please list types of public or community service you are involved with (such as American Cancer Assoc., church activities, school services).

_____

B. CONTINUING EDUCATION

11. Since graduating from the nursing program at COC, have you taken any professionally oriented educational programs?

O Yes. If yes, please indicate which programs you have taken: O No

- O Continuing Education Units (CEU's)
- O In-Service programs at place of employment
- O Workshops (other than at your place of employment)
- O Classes leading towards an advanced nursing degree (AVN, other)
- O Classes leading to an advanced degree outside the field of nursing (Bachelor's, Masters, Ph.D., other)

12. Do you plan to pursue a higher degree?

- O Yes
- O No **(Please skip to question 20)**

13. When do you plan to begin classes for the higher degree?

- O Currently enrolled
- O Next year
- O Two to three years
- O More than three years

14. Do you plan to attend full-time or part-time?

- O Full-time
- O Part-time

15. What degree do you eventually plan to pursue?

- O AS/AA
- O BS/BA
- O MS or higher

16. What type of program? O External degree program O Traditional College or University

C. EMPLOYMENT HISTORY

17. How soon after completing the COC nursing program did you obtain your first job in nursing?

- O Obtained a job just prior to leaving COC
- O Less than 1 month
- O 4-6 months
- O Still looking for a job in Nursing **(Please skip to the end of the survey).**
- O Not looking, continuing my education **(Please skip to the end of the survey).**

18. Are you currently employed full-time or part-time?

O Full-time O Part-time

19. Which of the following best describes the setting in which you work? (Check one)

Outside of an acute care facility
Specify area:

- O Skilled nursing facility
- O Transitional Care Unit
- O Home Health
- O Walk-in clinic
- O Private Nurse
- O Military Facility
- O Physician Office
- O Other. Please specify: _____

Acute care multidisciplinary hospital
Specify area:

- O Medical
- O Surgical
- O Obstetrics
- O Pediatrics
- O Psychiatric
- O Emergency Dept.
- O GI Lab
- O Cardiac Cath.
- O Rehabilitation
- O ICU
- O Periop.
- O Other. Please specify: _____

Acute specialty hospital:
Specify area:

- O Children's
- O Women's
- O Rehabilitation
- O Surgery
- O Psychiatric
- O Other. Please specify: _____

20. What is the title of your position in the above facility? (Please fill in) _____

21. What is your annual salary/income in your current job?

- O Less than $20,00
- O $20,000 to $24,999
- O $30,000 to $34,999
- O $25,000 to $29,999
- O $35,000 to $39,999
- O $40,000 to $49,999

22a. Did your employer provide an orientation program in this employment?

- O Yes. If yes, continue to question 25b.
- O No. If no, continue to question 26.

22b. How long was the orientation program?

- O 1 week
- O 2 weeks
- O 5 weeks
- O 3 weeks
- O 4 weeks
- O Other: _____

23. In thinking about the nursing courses you took at College of the Canyons, please indicate the extent to which you use each of the following in your current position. In addition, please indicate how prepared you were in the following areas.

Extent to which you use each skill in your current position:						
Poorly	Somewhat	Well Prepared		Seldom	Occasionally	Frequently
O	O	O	Clinical	O	O	O
O	O	O	Communication	O	O	O
O	O	O	Leadership	O	O	O
O	O	O	Collaboration w/ physicians	O	O	O
O	O	O	Collaboration w/ other health care workers	O	O	O
O	O	O	Nursing Diagnosis	O	O	O
O	O	O	Nursing Process	O	O	O
O	O	O	Nursing Theory	O	O	O
O	O	O	Case Manager	O	O	O
O	O	O	Professional, legal& ethics topics	O	O	O
O	O	O	Critical Thinking	O	O	O

In thinking about the other courses you took to complete your degree requirements, please indicate the extent to which you use knowledge and skills from each of the following courses for your current position.

	Seldom	Occasionally	Frequently
24. Anatomy & Physiology	O	O	O
25. English (writing skills or English composition and literature)	O	O	O

Thank you in advance for your time and attention to this important survey.
If you have any questions regarding the questions and/ or content of this survey, please contact Dr. Barry Gribbons, Executive Dean of Institutional Development & Technology at (661) 362-3328.

Appendix A: Survey Instrument - Employer

TO R.N. and LVN ALUMNI:
Please give this survey and one of the self-addressed, stamped envelopes to your immediate supervisor.

NURSING PROGRAM EMPLOYER SURVEY

The employee who gave you this survey is a recent graduate of the Registered Nursing Program or LVN Program at College of the Canyons. Please complete and return this questionnaire so that we may better meet the needs of future students and employers. Please return this survey by July 31. If you would like to receive a copy of the survey results or information on Allied Health programs offered at COC, please contact Nancy Faulconer at (661) 362-3369.
Thank you in advance for your assistance.

Sue Albert
Assistant Dean of Allied Health
College of the Canyons

Employers: Please answer the following questions regarding the employee's competencies in the areas identified below by stating the degree to which you agree or disagree with the statements below.

	Strongly Disagree	Disagree	Agree	Strongly Agree	N/A
1. Has sufficient knowledge for entry-level practice.	O	O	O	O	O
2. Is competent in the basic patient/client care skills.	O	O	O	O	O
3. Is accountable for his/her own actions.	O	O	O	O	O
4. Reflects awareness of legal implications in practice.	O	O	O	O	O
5. Provides quality care.	O	O	O	O	O
6. Accepts responsibility for updating own knowledge and skills.	O	O	O	O	O
7. Collaborates with other professionals in planning and implementing patient/client care.	O	O	O	O	O
8. Is able to organize and implement patient/client care within agency expectations.	O	O	O	O	O
9. Communicates effectively with colleagues, patients/ clients and other members of the team.	O	O	O	O	O
10. Utilizes critical thinking in making decisions about patient/client care within agency expectations.	O	O	O	O	O

Please answer Yes or No for question 11:	Yes	No
11. Do you have direct supervision of this graduate?	O	O
12. Please specify if the employee is an RN or LVN.	O RN	O LVN

13. Please use the space below to share comments or suggestions about our program or graduates. Feel free to use the back side of this page, if necessary.

Thank you in advance for your time and attention to this important survey.
If you have any questions regarding the questions and/or content of this survey, please contact Dr. Barry Gribbons, Executive Dean of Institutional Development & Technology at (661) 362-3328.

Appendix B: Summary Counts of Responses (RN)

College of the Canyons Registered Nursing Alumni Survey

Dear Nursing Alumni:

The attached survey is being sent to alumni who graduated from College of the Canyons Nursing Program six months ago. The purpose of the survey is to obtain information on how we can improve the program. To accomplish this, we need you to complete this survey and return it in the enclosed envelope to the Office of Institutional Development and Technology. Your participation is voluntary and every effort will be made to keep your responses confidential. We greatly appreciate your assistance!

A. NURSING PROGRAM EVALUATION

Please indicate your level of satisfaction with the following aspects of the Nursing Program at College of the Canyons.

	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	N/A
1. Availability of nursing courses at times you could take them.	1	1	1	6	13	0
2. Quality of instruction in the nursing program	1	0	3	12	5	1
3. Support provided by nursing faculty to nursing position.	3	0	1	10	7	1
4. Out of class availability of nursing faculty.	1	0	3	12	6	0
5. Support provided by College Non-teaching staff to nursing students.	0	0	5	10	7	0
6. Preparation you received to the Board Exam.	2	4	4	6	6	0
7. Overall preparation you received for your Nursing position.	0	2	2	9	9	0

8. Please provide any additional comments regarding the COC nursing program:

See Appendix C for stated responses.

9. Did you participate in the College of the Canyons Internship Program: 8 Yes 14 No

10. Please list any credentials you have obtained since graduating from COC (such as ACLS, Phlebotomy).

See Appendix C for stated responses.

11. Please list any professional organizations you are a member of (such as ANA, CNA, NLN, ACRN).

See Appendix C for stated responses.

12. Please list types of public or community service you are involved with (such as American Cancer Assoc., church activities, school services).

See Appendix C for stated responses.

13. Please list types of scholarly activities you have been involved with (such as publications, media and/or technology productions and applications, grant writing, research, etc.).

See Appendix C for stated responses.

B. CONTINUING EDUCATION

14. Since graduating from the nursing program at COC, have you taken any professionally oriented educational programs?

13 Yes. If yes, please indicate which programs you have taken: **5** No

- **10** Continuing Education Units (CEU's)
- **16** In-Service programs at place of employment
- **2** Workshops (other than at your place of employment)
- **3** Classes leading towards an advanced nursing degree (BSN, MSN, Ph.D., other)
- **0** Classes leading to an advanced degree outside the field of nursing (Bachelor's, Masters, Ph.D., other)

15. Do you plan to pursue a higher degree?

18 Yes

2 No **(Please skip to question 20)**

16. When do you plan to begin classes for the higher degree?

5 Currently enrolled
7 Next year
5 Two to three years
0 More than three years

17. Do you plan to attend full-time or part-time?

2 Full-time
15 Part-time

18. What degree do you eventually plan to pursue?

0 AS/AA
7 BS/BA
10 MS or higher

19. What type of program? **1** External degree program **14** Traditional College or University

C. EMPLOYMENT HISTORY

20. How soon after completing the COC nursing program did you obtain your first job in nursing?

10 Obtained a job just prior to leaving COC
7 Less than 1 month
4 4-6 months
0 Still looking for a job in Nursing **(Please skip to the end of the survey).**
0 Not looking, continuing my education **(Please skip to the end of the survey).**

21. Are you currently employed full-time or part-time?

19 Full-time **3** Part-time

22. Which of the following best describes the setting in which you work? (Check one)

Outside of an acute care facility
Specify area:

- **2** Skilled nursing facility
- **1** Transitional Care Unit
- **0** Home Health
- **1** Walk-in clinic
- **1** Private Nurse
- **0** Military Facility
- **0** Physician Office
- **0** Other. Please specify:
  See Appendix C for responses.

Acute care multidisciplinary hospital
Specify area:

- **6** Medical
- **5** Surgical
- **1** Obstetrics
- **3** Pediatrics
- **0** Psychiatric
- **5** Emergency Dept.
- **0** GI Lab
- **0** Cardiac Cath.
- **0** Rehabilitation
- **5** ICU
- **0** Periop.
- **5** Other.
  Please specify:
  See Appendix C for responses.

Acute specialty hospital:
Specify area:

- **1** Children's
- **0** Women's
- **0** Rehabilitation
- **0** Surgery
- **0** Psychiatric
- **0** Other. Please specify:
  See Appendix C for responses.

23. What is the title of your position in the above facility? (Please fill in) See Appendix C for stated responses.

24. What is your annual salary/income in your current job?

- **0** Less than $20,00
- **1** $20,000 to $24,999
- **0** $30,000 to $34,999
- **1** $25,000 to $29,999
- **6** $35,000 to $39,999
- **7** $40,000 to $49,999
- **4** $50,000 or more

25a. Did your employer provide an orientation program in this employment?

- **21** Yes. If yes, continue to question 25b.
- **0** No. If no, continue to question 26.

25b. How long was the orientation program?

- **1** 1 week
- **0** 2 weeks
- **0** 5 weeks
- **2** 3 weeks
- **1** 4 weeks
- **17** Other: See Appendix C

26. In thinking about the nursing courses you took at College of the Canyons, please indicate the extent to which you use each of the following in your current position. In addition, please indicate how prepared you were in the following areas.

Nursing Skills Area						
Indicate your level of preparedness:				Extent to which you use each skill in your current position:		
Poorly	Somewhat	Well Prepared		Seldom	Occasionally	Frequently
0	6	12	Clinical	0	0	20
0	3	15	Communication	0	0	20
2	8	9	Leadership	1	4	15
5	10	4	Collaboration w/ physicians	0	3	16
1	8	10	Collaboration w/ other health care workers	0	2	18
0	6	13	Nursing Diagnosis	3	7	10
0	4	15	Nursing Process	4	3	13
0	6	12	Nursing Theory	2	5	12
4	13	2	Case Manager	12	6	2
1	7	10	Professional, legal& ethics topics	2	7	11
0	8	10	Critical Thinking	0	1	19

In thinking about the other courses you took to complete your degree requirements, please indicate the extent to which you use knowledge and skills from each of the following courses for your current position.

	Seldom	Occasionally	Frequently
27. Anatomy & Physiology	1	0	21
28. Microbiology	2	9	11
29. Psychology (Intro. to Psych.)	0	9	13
30. English (writing skills or English composition and literature)	2	5	15
31. Speech	6	5	11

Thank you in advance for your time and attention to this important survey.
If you have any questions regarding the questions and/ or content of this survey, please contact Dr. Barry Gribbons, Executive Dean of Institutional Development & Technology at (661) 362-3328.

Appendix B: Summary Counts of Responses (LVN)

College of the Canyons LVN Alumni Survey

Dear Nursing Alumni:

The attached survey is being sent to alumni who graduated from College of the Canyons Nursing Program six months ago. The purpose of the survey is to obtain information on how we can improve the program. To accomplish this, we need you to complete this survey and return it in the enclosed envelope to the Office of Institutional Development and Technology. Your participation is voluntary and every effort will be made to keep your responses confidential. We greatly appreciate your assistance!

A. NURSING PROGRAM EVALUATION

Please indicate your level of satisfaction with the following aspects of the Nursing Program at College of the Canyons.

	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	N/A
1. Availability of nursing courses at times you could take them.	0	0	0	5	6	0
2. Quality of instruction in the nursing program	0	0	0	2	9	0
3. Support provided by nursing faculty to nursing position.	0	0	1	5	5	0
4. Out of class availability of nursing faculty.	0	1	1	6	2	1
5. Support provided by College Non-teaching staff to nursing students.	0	2	1	5	3	0
6. Preparation you received to the Board Exam	1	1	1	2	6	0
7. Overall preparation you received for your Nursing position.	0	0	1	7	3	0

8. Please provide any additional comments regarding the COC nursing program:

See Appendix C for stated responses.

9. Please list any credentials you have obtained since graduating from COC (such as ACLS, Phlebotomy).

See Appendix C for stated responses.

10. Please list types of public or community service you are involved with (such as American Cancer Assoc., church activities, school services).

See Appendix C for stated responses.

B. CONTINUING EDUCATION

11. Since graduating from the nursing program at COC, have you taken any professionally oriented educational programs?

8 Yes. If yes, please indicate which programs you have taken: O No

- **2** Continuing Education Units (CEU's)
- **5** In-Service programs at place of employment
- **2** Workshops (other than at your place of employment)
- **4** Classes leading towards an advanced nursing degree (AVN, other)
- **1** Classes leading to an advanced degree outside the field of nursing (Bachelor's, Masters, Ph.D., other)

12. Do you plan to pursue a higher degree?

10 Yes

1 No **(Please skip to question 20)**

13. When do you plan to begin classes for the higher degree?

3 Currently enrolled **2** Two to three years

4 Next year **0** More than three years

14. Do you plan to attend full-time or part-time?

4 Full-time

4 Part-time

15. What degree do you eventually plan to pursue?

3 AS/AA

6 BS/BA

2 MS or higher

16. What type of program? **2** External degree program **7** Traditional College or University

C. EMPLOYMENT HISTORY

17. How soon after completing the COC nursing program did you obtain your first job in nursing?

2 Obtained a job just prior to leaving COC

3 Less than 1 month

2 4-6 months

0 Still looking for a job in Nursing **(Please skip to the end of the survey).**

3 Not looking, continuing my education **(Please skip to the end of the survey).**

18. Are you currently employed full-time or part-time?

4 Full-time **5** Part-time

19. Which of the following best describes the setting in which you work? (Check one)

Outside of an acute care facility
Specify area:

- 1 Skilled nursing facility
- 1 Transitional Care Unit
- 1 Home Health
- 0 Walk-in clinic
- 0 Private Nurse
- 0 Military Facility
- 1 Physician Office
- 1 Other. Please specify: See Appendix C for responses.

Acute care multidisciplinary hospital
Specify area:

- 2 Medical
- 2 Surgical
- 0 Obstetrics
- 0 Pediatrics
- 0 Psychiatric
- 0 Emergency Dept.
- 0 GI Lab
- 0 Cardiac Cath.
- 2 Rehabilitation
- 1 ICU
- 0 Periop.
- 2 Other. Please specify: See Appendix C for responses.

Acute specialty hospital:
Specify area:

- 0 Children's
- 0 Women's
- 0 Rehabilitation
- 0 Surgery
- 0 Psychiatric
- 1 Other. Please specify: See Appendix C for responses.

20. What is the title of your position in the above facility? (Please fill in) **See Appendix C for stated responses.**

21. What is your annual salary/income in your current job?

- 3 Less than $20,00
- 0 $30,000 to $34,999
- 1 $35,000 to $39,999
- 1 $20,000 to $24,999
- 1 $25,000 to $29,999
- 1 $40,000 to $49,999

22a. Did your employer provide an orientation program in this employment?

- 6 Yes. If yes, continue to question 25b.
- 2 No. If no, continue to question 26.

22b. How long was the orientation program?

- 1 1 week
- 1 2 weeks
- 0 5 weeks
- 1 3 weeks
- 2 4 weeks
- 1 Other: See Appendix C

23. In thinking about the nursing courses you took at College of the Canyons, please indicate the extent to which you use each of the following in your current position. In addition, please indicate how prepared you were in the following areas.

Nursing Skills Areas						
Indicate your level of preparedness:				Extent to which you use each skill in your current position:		
Poorly	Somewhat	Well Prepared		Seldom	Occasionally	Frequently
0	2	7	Clinical	0	1	6
0	1	8	Communication	0	0	6
0	5	4	Leadership	3	0	3
3	3	2	Collaboration w/ physicians	1	1	5
0	4	5	Collaboration w/ other health care workers	0	0	6
0	3	5	Nursing Diagnosis	4	2	1
0	2	7	Nursing Process	1	2	3
0	3	5	Nursing Theory	3	3	1
3	4	1	Case Manager	3	3	1
0	4	4	Professional, legal& othics topics	2	4	1
0	2	6	Critical Thinking	0	4	3

In thinking about the other courses you took to complete your degree requirements, please indicate the extent to which you use knowledge and skills from each of the following courses for your current position.

	Seldom	Occasionally	Frequently
24. Anatomy & Physiology	1	2	6
25. English (writing skills or English composition and literature)	0	1	8

Thank you in advance for your time and attention to this important survey.
If you have any questions regarding the questions and/ or content of this survey, please contact Dr. Barry Gribbons, Executive Dean of Institutional Development & Technology at (661) 362-3328.

Appendix B: Summary Counts of Responses (Employer)

TO R.N. and LVN ALUMNI:
Please give this survey and one of the self-addressed, stamped envelopes to your immediate supervisor.

NURSING PROGRAM EMPLOYER SURVEY

The employee who gave you this survey is a recent graduate of the Registered Nursing Program or LVN Program at College of the Canyons. Please complete and return this questionnaire so that we may better meet the needs of future students and employers. Please return this survey by July 31. If you would like to receive a copy of the survey results or information on Allied Health programs offered at COC, please contact Nancy Faulconer at (661) 362-3369.
Thank you in advance for your assistance.

Sue Albert
Assistant Dean of Allied Health
College of the Canyons

Employers: Please answer the following questions regarding the employee's competencies in the areas identified below by stating the degree to which you agree or disagree with the statements below.

	Strongly Disagree	Disagree	Agree	Strongly Agree	N/A
1. Has sufficient knowledge for entry-level practice.	0	0	7	7	0
2. Is competent in the basic patient/client care skills.	0	0	7	7	0
3. Is accountable for his/her own actions.	0	0	2	12	0
4. Reflects awareness of legal implications in practice.	0	1	6	7	0
5. Provides quality care.	0	0	7	7	0
6. Accepts responsibility for updating own knowledge and skills.	0	0	4	10	0
7. Collaborates with other professionals in planning and implementing patient/client care.	0	0	4	10	0
8. Is able to organize and implement patient/client care within agency expectations.	0	0	7	7	0
9. Communicates effectively with colleagues, patients/ clients and other members of the team.	0	0	5	9	0
10. Utilizes critical thinking in making decisions about patient/client care within agency expectations.	1	0	7	6	0

Please answer Yes or No for question 11:	Yes	No
11. Do you have direct supervision of this graduate?	12	2
12. Please specify if the employee is an RN or LVN:	10 RN	4 LVN

13. Please use the space below to share comments or suggestions about our program or graduates. Feel free to use the back side of this page, if necessary. **(See Appendix C for Stated Responses)**

Thank you in advance for your time and attention to this important survey.
If you have any questions regarding the questions and/or content of this survey, please contact Dr. Barry Gribbons, Executive Dean of Institutional Development & Technology at (661) 362-3328.

Appendix B: Response Frequencies (RN)
Summary Percentages of Responses

College of the Canyons Registered Nursing Alumni Survey

Dear Nursing Alumni:

The attached survey is being sent to alumni who graduated from College of the Canyons Nursing Program six months ago. The purpose of the survey is to obtain information on how we can improve the program. To accomplish this, we need you to complete this survey and return it in the enclosed envelope to the Office of Institutional Development and Technology. Your participation is voluntary and every effort will be made to keep your responses confidential. We greatly appreciate your assistance!

A. NURSING PROGRAM EVALUATION

Please indicate your level of satisfaction with the following aspects of the Nursing Program at College of the Canyons.

	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	N/A
1. Availability of nursing courses at times you could take them.	5	5	5	27	60	0
2. Quality of instruction in the nursing program	5	0	14	55	23	5
3. Support provided by nursing faculty to nursing position.	0	15	5	46	32	5
4. Out of class availability of nursing faculty.	5	0	14	55	27	0
5. Support provided by College Non-teaching staff to nursing students.	0	0	23	46	32	0
6. Preparation you received to the Board Exam.	9	18	18	27	27	0
7. Overall preparation you received for your Nursing position.	0	9	9	41	41	0

8. Please provide any additional comments regarding the COC nursing program:

See Appendix C for stated responses.

9. Did you participate in the College of the Canyons Internship Program: **36** Yes **64** No

10. Please list any credentials you have obtained since graduating from COC (such as ACLS, Phlebotomy).

See Appendix C for stated responses.

11. Please list any professional organizations you are a member of (such as ANA, CNA, NLN, ACRN).

See Appendix C for stated responses.

12. Please list types of public or community service you are involved with (such as American Cancer Assoc., church activities, school services).

See Appendix C for stated responses.

13. Please list types of scholarly activities you have been involved with (such as publications, media and/or technology productions and applications, grant writing, research, etc.).

See Appendix C for stated responses.

B. CONTINUING EDUCATION

14. Since graduating from the nursing program at COC, have you taken any professionally oriented educational programs?

59 Yes. If yes, please indicate which programs you have taken: **23** No

- **46** Continuing Education Units (CEU's)
- **73** In-Service programs at place of employment
- **9** Workshops (other than at your place of employment)
- **14** Classes leading towards an advanced nursing degree (BSN, MSN, Ph.D., other)
- **0** Classes leading to an advanced degree outside the field of nursing (Bachelor's, Masters, Ph.D., other)

15. Do you plan to pursue a higher degree?

82 Yes

9 No **(Please skip to question 20)**

16. When do you plan to begin classes for the higher degree?

23 Currently enrolled
32 Next year
23 Two to three years
0 More than three years

17. Do you plan to attend full-time or part-time?

9 Full-time
68 Part-time

18. What degree do you eventually plan to pursue?

0 AS/AA
32 BS/BA
46 MS or higher

19. What type of program? **5** External degree program **64** Traditional College or University

C. EMPLOYMENT HISTORY

20. How soon after completing the COC nursing program did you obtain your first job in nursing?

46 Obtained a job just prior to leaving COC
32 Less than 1 month
18 4-6 months
0 Still looking for a job in Nursing **(Please skip to the end of the survey).**
0 Not looking, continuing my education **(Please skip to the end of the survey).**

21. Are you currently employed full-time or part-time?

86 Full-time **14** Part-time

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22. Which of the following best describes the setting in which you work? (Check one)

Outside of an acute care facility
Specify area:

- 9 Skilled nursing facility
- 5 Transitional Care Unit
- 0 Home Health
- 5 Walk-in clinic
- 5 Private Nurse
- 0 Military Facility
- 0 Physician Office
- O Other. Please specify:
  See Appendix C for responses.

Acute care multidisciplinary hospital
Specify area:

- 27 Medical
- 23 Surgical
- 5 Obstetrics
- 14 Pediatrics
- 0 Psychiatric
- 23 Emergency Dept.
- 0 GI Lab
- 0 Cardiac Cath.
- 0 Rehabilitation
- 23 ICU
- 0 Periop.
- 23 Other.
  Please specify:
  See Appendix C for responses.

Acute specialty hospital:
Specify area:

- 5 Children's
- 0 Women's
- 0 Rehabilitation
- 0 Surgery
- 0 Psychiatric
- 0 Other. Please specify:
  See Appendix C for stated responses.

23. What is the title of your position in the above facility? (Please fill in) **See Appendix C for stated responses.**

24. What is your annual salary/income in your current job?

- 0 Less than $20,00
- 5 $20,000 to $24,999
- 0 $30,000 to $34,999
- 5 $25,000 to $29,999
- 27 $35,000 to $39,999
- 32 $40,000 to $49,999
- 18 $50,000 or more

25a. Did your employer provide an orientation program in this employment?

- 96 Yes. If yes, continue to question 25b.
- O No. If no, continue to question 26.

25b. How long was the orientation program?

- 5 1 week
- 0 2 weeks
- 0 5 weeks
- 9 3 weeks
- 5 4 weeks
- 77 Other: **See Appendix C**

26. In thinking about the nursing courses you took at College of the Canyons, please indicate the extent to which you use each of the following in your current position. In addition, please indicate how prepared you were in the following areas.

Nursing Skills Areas						
Indicate your level of preparedness:				Extent to which you use each skill in your current position:		
Poorly	Somewhat	Well Prepared		Seldom	Occasionally	Frequently
0	33	67	Clinical	0	0	100
0	17	83	Communication	0	0	100
11	42	47	Leadership	5	20	75
26	53	21	Collaboration w/ physicians	0	16	84
5	42	53	Collaboration w/ other health care workers	0	10	90
0	32	68	Nursing Diagnosis	15	35	50
0	21	79	Nursing Process	20	15	65
0	33	67	Nursing Theory	11	26	63
21	68	11	Case Manager	60	30	10
6	39	56	Professional, legal& ethics topics	10	35	55
0	44	56	Critical Thinking	0	5	95

In thinking about the other courses you took to complete your degree requirements, please indicate the extent to which you use knowledge and skills from each of the following courses for your current position.

	Seldom	Occasionally	Frequently
27. Anatomy & Physiology	5	0	96
28. Microbiology	9	41	50
29. Psychology (Intro. to Psych.)	0	41	59
30. English (writing skills or English compositio.. and literature)	9	23	68
31. Speech	27	23	50

Thank you in advance for your time and attention to this important survey.
If you have any questions regarding the questions and/ or content of this survey, please contact Dr. Barry Gribbons, Executive Dean of Institutional Development & Technology at (661) 362-3328.

Appendix B: Response Frequencies (LVN) Summary Percentages of Responses

College of the Canyons LVN Alumni Survey

Dear Nursing Alumni:

The attached survey is being sent to alumni who graduated from College of the Canyons Nursing Program six months ago. The purpose of the survey is to obtain information on how we can improve the program. To accomplish this, we need you to complete this survey and return it in the enclosed envelope to the Office of Institutional Development and Technology. Your participation is voluntary and every effort will be made to keep your responses confidential. We greatly appreciate your assistance!

A. NURSING PROGRAM EVALUATION

Please indicate your level of satisfaction with the following aspects of the Nursing Program at College of the Canyons.

	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	N/A
1. Availability of nursing courses at times you could take them.	0	0	0	46	55	0
2. Quality of instruction in the nursing program	0	0	0	18	82	0
3. Support provided by nursing faculty to nursing position.	0	0	9	46	46	0
4. Out of class availability of nursing faculty.	0	9	9	55	18	9
5. Support provided by College Non-teaching staff to nursing students.	0	18	9	46	27	0
6. Preparation you received to the Board Exam	9	9	9	18	55	0
7. Overall preparation you received for your Nursing position.	0	0	9	64	27	0

8. Please provide any additional comments regarding the COC nursing program:

See Appendix C for stated responses.

9. Please list any credentials you have obtained since graduating from COC (such as ACLS, Phlebotomy).

See Appendix C for stated responses.

10. Please list types of public or community service you are involved with (such as American Cancer Assoc., church activities, school services).

See Appendix C for stated responses.

B. CONTINUING EDUCATION

11. Since graduating from the nursing program at COC, have you taken any professionally oriented educational programs?

73 Yes. If yes, please indicate which programs you have taken: **O** No

- **18** Continuing Education Units (CEU's)
- **46** In-Service programs at place of employment
- **18** Workshops (other than at your place of employment)
- **36** Classes leading towards an advanced nursing degree (AVN, other)
- **9** Classes leading to an advanced degree outside the field of nursing (Bachelor's, Masters, Ph.D., other)

12. Do you plan to pursue a higher degree?

91 Yes

9 No **(Please skip to question 20)**

13. When do you plan to begin classes for the higher degree?

27 Currently enrolled **18** Two to three years

36 Next year **0** More than three years

14. Do you plan to attend full-time or part-time?

36 Full-time

36 Part-time

15. What degree do you eventually plan to pursue?

27 AS/AA

55 BS/BA

18 MS or higher

16. What type of program? **18** External degree program **64** Traditional College or University

C. EMPLOYMENT HISTORY

17. How soon after completing the COC nursing program did you obtain your first job in nursing?

18 Obtained a job just prior to leaving COC

27 Less than 1 month

18 4-6 months

0 Still looking for a job in Nursing **(Please skip to the end of the survey).**

27 Not looking, continuing my education **(Please skip to the end of the survey).**

18. Are you currently employed full-time or part-time?

36 Full-time **46** Part-time

19. Which of the following best describes the setting in which you work? (Check one)

Outside of an acute care facility
Specify area:

- 9 Skilled nursing facility
- 9 Transitional Care Unit
- 9 Home Health
- 0 Walk-in clinic
- 0 Private Nurse
- 0 Military Facility
- 9 Physician Office
- 9 Other. Please specify: See Appendix C for responses.

Acute care multidisciplinary hospital
Specify area:

- 18 Medical
- 18 Surgical
- 0 Obstetrics
- 0 Pediatrics
- 0 Psychiatric
- 0 Emergency Dept.
- 0 GI Lab
- 0 Cardiac Cath.
- 18 Rehabilitation
- 9 ICU
- 0 Periop.
- 18 Other. Please specify: See Appendix C for responses.

Acute specialty hospital:
Specify area:

- 0 Children's
- 0 Women's
- 0 Rehabilitation
- 0 Surgery
- 0 Psychiatric
- 9 Other. Please specify: See Appendix C for responses.

20. What is the title of your position in the above facility? (Please fill in) **See Appendix C for stated responses.**

21. What is your annual salary/income in your current job?

- 27 Less than $20,00
- 0 $30,000 to $34,999
- 9 $35,000 to $39,999
- 9 $20,000 to $24,999
- 9 $25,000 to $29,999
- 9 $40,000 to $49,999

22a. Did your employer provide an orientation program in this employment?

- 55 Yes. If yes, continue to question 25b.
- 18 No. If no, continue to question 26.

22b. How long was the orientation program?

- 9 1 week
- 9 2 weeks
- 0 5 weeks
- 9 3 weeks
- 18 4 weeks
- 9 Other: See Appendix C

23. In thinking about the nursing courses you took at College of the Canyons, please indicate the extent to which you use each of the following in your current position. In addition, please indicate how prepared you were in the following areas.

Nursing Skills Areas						
Indicate your level of preparedness:				Extent to which you use each skill in your current position:		
Poorly	Somewhat	Well Prepared		Seldom	Occasionally	Frequently
0	18	64	Clinical	0	9	55
0	9	73	Communication	0	0	55
0	46	36	Leadership	27	0	27
27	27	18	Collaboration w/ physicians	9	9	46
0	36	46	Collaboration w/ other health care workers	0	0	55
0	27	46	Nursing Diagnosis	36	18	9
0	18	64	Nursing Process	9	18	27
0	27	46	Nursing Theory	27	27	9
27	36	9	Case Manager	27	27	9
0	36	36	Professional, legal& ethics topics	18	36	9
0	18	55	Critical Thinking	0	36	27

In thinking about the other courses you took to complete your degree requirements, please indicate the extent to which you use knowledge and skills from each of the following courses for your current position.

	Seldom	Occasionally	Frequently
24. Anatomy & Physiology	9	18	55
25. English (writing skills or English composition and literature)	0	9	73

Thank you in advance for your time and attention to this important survey.
If you have any questions regarding the questions and/ or content of this survey, please contact Dr. Barry Gribbons, Executive Dean of Institutional Development & Technology at (661) 362-3328.

Appendix B: ***Response Frequencies (Employer)***
Summary Percentages of Responses

TO R.N. and LVN ALUMNI:
Please give this survey and one of the self-addressed, stamped envelopes to your immediate supervisor.

NURSING PROGRAM EMPLOYER SURVEY

The employee who gave you this survey is a recent graduate of the Registered Nursing Program or LVN Program at College of the Canyons. Please complete and return this questionnaire so that we may better meet the needs of future students and employers. Please return this survey by July 31. If you would like to receive a copy of the survey results or information on Allied Health programs offered at COC, please contact Nancy Faulconer at (661) 362-3369.
Thank you in advance for your assistance.

Sue Albert
Assistant Dean of Allied Health
College of the Canyons

Employers: Please answer the following questions regarding the employee's competencies in the areas identified below by stating the degree to which you agree or disagree with the statements below.

	Strongly Disagree	Disagree	Agree	Strongly Agree	N/A
1. Has sufficient knowledge for entry-level practice.	0	0	50	50	0
2. Is competent in the basic patient/client care skills.	0	0	50	50	0
3. Is accountable for his/her own actions.	0	0	14	86	0
4. Reflects awareness of legal implications in practice.	0	8	43	50	0
5. Provides quality care.	0	0	50	50	0
6. Accepts responsibility for updating own knowledge and skills.	0	0	29	71	0
7. Collaborates with other professionals in planning and implementing patient/client care.	0	0	29	72	0
8. Is able to organize and implement patient/client care within agency expectations.	0	0	50	50	0
9. Communicates effectively with colleagues, patients/ clients and other members of the team.	0	0	36	64	0
10. Utilizes critical thinking in making decisions about patient/client care within agency expectations.	0	7	50	43	0

Please answer Yes or No for question 11:	Yes	No
11. Do you have direct supervision of this graduate?	86	14
12. Please specify if the employee is an RN or LVN:	71 RN	29 LVN

13. Please use the space below to share comments or suggestions about our program or graduates. Feel free to use the back side of this page, if necessary. **(See Appendix C for Stated Responses)**

Thank you in advance for your time and attention to this important survey.
If you have any questions regarding the questions and/or content of this survey, please contact Dr. Barry Gribbons, Executive Dean of Institutional Development & Technology at (661) 362-3328.

Appendix C: Text of Open-ended Questions (RN Alumni)

Open-ended Question #8:

Please provide any additional comments regarding the COC nursing program.

Survey #	Response
5	Found it to be a great experience. Would recommend the program to anyone.
7	Nursing faculty very helpful, but "way out of touch". Program needs instructors with actual nursing experience within the last decade. Internship program would benefit from different clinical site (i.e, UCLA). Great program, but not needed in today's job market.
8	Incorporate more NCLEX-type questions on exams, especially in fourth semester.
9	I feel it is an exceptional program, especially now that I am working and see how far behind us that other new grads from other schools are.
10	The nursing staff instructors at COC were very encouraging in helping me through the program and in getting a job.
13	The quality of the program was excellent. The staff teaching it; however, was lacking in support. One in particular was very discouraging as a matter of fact.
16	(Faculty member's name) was wonderful for outside help!
17	There was little if any prep for NCLEX questions. Instructors were not consistent in grading style or assignments. Instructors are demeaning in clinical sites. Many instructors made rude comments about students regarding clinical expertise. Not appropriate at all.
19	It would have been nice to have had a ceremony when we graduated.
20	I thought lecture was interesting and valuable. Some of my clinical experience was less than I had hoped for and I see two reasons for this: 1)Burned out teachers and 2)Teachers that have not been practicing nurses for a long time.

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Open-ended Question #10:

Please list any credentials you have obtained since graduating from COC (such as ACLS, Phlebotomy).

Survey #	Response
1	Will be taking ACLS next month.
2	ACLS, EKG, 12 leads
3	ACLS
5	BLS
6	ACLS
9	Phlebotomy license
10	PALS
11	ACLS, Basic Dysrhythmia
12	ACLS, PALS, TNCC
13	PALS, NALS, Conscious sedation certification, EDAP
14	ACLS
15	ACLS
16	BCLS, ACLS
17	ACLS, BLS
18	None
20	IV certification

Open-ended Question # 11:

Please list any professional organizations you are a member of (such as ANA, CNA, NLN, ACRN).

Survey #	Response
5	None
8	CNA, CCRN, NSNA
9	CNA
10	None
12	None
14	ACRN
17	ACRN, NLN
18	None
19	NSNA

Open-ended Question # 12:

Please list types of public or community service you are involved with (such as American Cancer Assoc., church activities, school services).

Survey #	Response
3	Special Olympics
5	Church (secretarial)
9	N/A
10	Church mission trips
16	Alzheimers Assoc. and American Red Cross
17	RN PCU/ICU

Open-ended Question # 13:

Please list types of scholarly activities you have been involved with (such as publications, media and/or technology productions and applications, grant writing, research, etc.)

Survey #	Response
5	None
8	Establishing NSNA chapter at COC
9	Helped establish NSNA at COC
10	None
12	None

Open-ended Question # 22: Which of the following best describes the setting in which you work? ((Other stated responses)

Survey #	Response
1	Telemetry/Med/Surgery
2	RN
3	Telemetry DOU
4	Cosmetic Surgery (job #2)
6	Telemetry DOU
9	Pediatrics-UCLA
10	CTICU
11	Step down to ICU
19	Telemetry
20	MOU (Monitored Floor Medical Observation Unit)

Open-ended Question #23:

What is the title of your position in the above facility? (Please fill in)

Survey #	Response
1	RN Telemetry
3	Staff nurse
4	RN (job #1) and RN assistant back office supervisor (job #2)
5	RNI/RN Coordinator
6	RN staff
7	RN
8	Clinical Nurse I-Medical ICU RN
9	RNA-CNI
10	Clinical Nurse II
11	RN, Critical Care Services
12	RN
13	Relief nurse
14	RN-surgery
15	Relief nurse in ER
16	RN
18	Staff RN
19	Staff RN
20	Clinical Nurse I

Open-ended Question #25b:

How long was the orientation program?

Survey #	Response	Survey #	Response
1	2 week class/4 month on job training	10	6 months
2	4 months	12	5 months
3	3 months of class & part time floor and 6-8 weeks floor	13	10 weeks
5	6 weeks	14	4 months
6	16 weeks	15	3 months
7	12 weeks	18	3 months
8	12 weeks	19	3 months
9	6 weeks	20	6 weeks and classes

Appendix C: Text of Open-ended Questions (LVN Alumni)

Open-ended Question # 8:

Please provide any additional comments regarding the COC nursing program:

Survey #	Response
1	It would be wonderful if an easier part-time ladder LVN-RN program was formed for full time working students. As I had to go to an outside college to accomplish this.
2	The LVN program needs to implement new guidelines in the clinical arena for exposing LVN to do more procedures and less book work.
5	I think that LVN's should have a wider variety of experience; for example, critical care areas, not only RN's are in those areas anymore (ICU, DOU)
6	Excellent program. Part time LVN program convenient to working adults
7	Best feature was that LVN classes were offered nights and Saturdays.
10	Provide LVN students with more part time LVN-RN career ladder options to advance their education. Offer bridge course more frequently than once a year.

Open-ended Question # 9:

Please list any credentials you have obtained since graduating from COC (such as ACLS, Phlebotomy).

Survey #	Response
1	IV certified, presently doing Excelsior College ladder to RN
2	Phlebotomy, IV certified, EKG and Monitor reading
5	IV certified
6	RN, ACLS
10	IV certified, Phlebotomy, cardiac arrhythmias course

Open-ended Question # 10:

Please list types of public or community service you are involved with (such as American Cancer Assoc., church activities, school services).

Survey #	Response
1	American Cancer Society, American Diabetes Assoc.
2	Tattoo clinic at Holy Cross Medical Hospital
3	Church activities
4	Holy Cross Tattoo removal program
5	American Red Cross
10	Church service-United Methodist Church

Open-ended Question # 19:

Which of the following best describes the setting in which you work? (Other stated responses)

Survey #	Response
2	HEM/ONC
5	DOU Telemetry
6	Alzheimer's residence
10	Telemetry and Cardiac

Open-ended Question # 20:

What is the title of your position in the above facility? (Please fill in)

Survey #	Response
1	Nurse/Office Mgr.
2	LVN
3	CNA
4	LVN
5	LVN-meds
6	LVN
8	LVN
10	Monitor technician/unit clerk

Other written comments on survey:

Survey #	Response
7	Question 11: Since graduating from the nursing program at COC, have you taken any professionally oriented educational programs: Spanish for medical professionals
7	Question 17: How soon after completing the COC nursing program did you obtain you first job in nursing: Not looking, continuing my present job.

Appendix C: Text of Open-ended Questions (Employer)

Open-ended Question # 13:

Please use the space below to share comments or suggestions about our program or graduates.

Survey #	Response
4	I realize that most new grads should feel some lack of confidence, but I feel that this nurse has a lot of difficulty that relates directly to her lack of confidence. This seems to be changing with much encouragement and she is becoming a delightful, competent nurse. So, I might suggest encouraging your students as they succeed.
8	(Nurse Alumni's name) is an excellent nurse and is a pleasure to work with.

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